

BILL NO. 90-27

COUNTY COUNCIL
OF
HARFORD COUNTY, MARYLAND

BILL NO. 90-27

Introduced by Council President Wilson at the request of the County Executive
Legislative Day No. 90-16 Date May 22, 1990

AN EMERGENCY ACT to repeal the Harford County Pay Plan and Classification Plan and Salary Grade Schedule, Harford County Ordinance No. 89-39, as amended, and to enact a new Classification Plan and Salary Grade Schedule and Pay Plan to stand in lieu of the Ordinances repealed; to provide pay plans for County employees and employees of the following agencies: judicial service employees, State's Attorney employees and the Harford County Sheriff's Office; to further provide for new position plans and salary grades for County classified and exempt employees; all in accordance with Section 603 of the Charter; and to provide that this act shall not be codified in the Harford County Code.

By the Council, May 22, 1990

Introduced, read first time, ordered posted and public hearing scheduled
on: June 19, 1990
at: 6:15 p.m.

By Order: Doris Poulsen, Secretary

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on June 19, 1990, and concluded on, June 19, 1990

Doris Poulsen, Secretary

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

BILL NO. 90-27

Section 1. Be It Enacted By The County Council of Harford County, Maryland, that Harford County Ordinance No. 89-39, Harford County Pay Plan is hereby repealed and that new Pay Plans, Classification and Salary Grade Schedules, Exempt Plan and Grade Schedule, Judicial, Sheriff's Office and State's Attorney Office Plans and Schedules, be, and they are hereby enacted to stand in lieu of the repealed Ordinance, all to read as follows:

Harford County Classification Plan

General Administration:

Grade

Administrative Assistant I	S-06
Administrative Assistant II	S-08
ADMINISTRATIVE SPECIALIST	M-10
Aging Program Director	M-14
Alcohol/Drug Coordinator	M-10
Assistant County Attorney	M-16
Assistant County Attorney (Entry Level)	M-13
Assistant Secretary of the Council	[S-08]S-09
BUS DRIVER	S-02
BUS DRIVER (GRANDFATHERED)	S-03
[Chauffeur/Office on Aging	S-03]
Central Services Lead Technician	M-09
Commission for Women Coordinator	M-10
Computer Center Coordinator	M-10
Computer Records Assistant	S-06
Computer Resource Technician	S-08
Crisis Intervention Worker	S-02

1	Deputy Director of Public Works	M-18
2	Client Services Worker	S-06
3	Equal Opportunity Officer	S-06
4	Geographic Information Systems Coordinator - (M-13)	M-15*
5	*See Management/Technical Pay Schedule	
6	Grants Coordinator	S-12
7	Grants Specialist I	S-06
8	Grants Specialist II	S-08
9	Human Relations Coordinator	M-10
10	LEAD BUS DRIVER	S-04
11	Legal Assistant I	S-05
12	Legal Assistant II	S-09
13	Legislative Drafter	M-11
14	Legislative Research Assistant	S-06
15	Management Analyst	M-12
16	Management Assistant I	M-10
17	Management Assistant II	M-12
18	Media Specialist	S-09
19	[Motor Coach Driver (Grandfathered)]	S-04]
20	Nutrition Project Supervisor	S-06
21	Nutrition Site Worker	S-01
22	Personnel Specialist	S-08
23	Personnel Technician	S-07
24	Position Classification Specialist	[M-11]M-13
25	Purchasing Agent I	S-08

1	Purchasing Agent II	S-10
2	Risk Manager - (M-14)	M-16*
3	*See Management/Technical Pay Schedule	
4	Risk Management Assistant	S-08
5	Supervisor of Outreach Programs	M-08
6	Supervisor, Transportation Services	M-10
7	Tourist Development Coordinator	M-10
8	Zoning Hearing Assistant	S-07
9	<u>Building Maintenance Service:</u>	<u>Grade</u>
10	Building Construction and Repair Supervisor	M-10
11	Building Maintenance Worker	S-04
12	Building Maintenance Mechanic I	S-07
13	Building Maintenance Mechanic II	S-09
14	Building Maintenance Supervisor	M-10
15	Chief Custodian	M-05
16	Custodian I	S-01
17	Custodian II	S-03
18	Facilities Attendant	S-04
19	Superintendent of Buildings and Grounds	M-12
20	<u>Clerical Service:</u>	<u>Grade</u>
21	Claims Clerk	S-05
22	Clerk Stenographer I	S-03
23	Clerk Stenographer II	S-04
24	Clerk Typist I	S-02
25	Clerk Typist II	S-04

1	Fixed Asset Control Clerk	S-03
2	Legal Clerk	S-05
3	Mail Room Clerk-Messenger	S-02
4	Office Aide	S-01
5	Personnel Clerk	S-05
6	Secretary	S-05
7	Secretary, Legal/Legislative	S-06
8	Secretary (Typing)	S-04
9	Telecommo-graphics Operator	S-04
10	Timekeeper	S-03
11	<u>Engineering and Related Service:</u>	<u>Grade</u>
12	Chief, Construction Inspection Bureau (GRANDFATHERED)	M-15
13	Chief, Construction Inspection Bureau	M-14
14	Chief Construction Inspector	M-12
15	Chief, Engineering Division	M-16
16	Chief, Environmental Enforcement	M-12
17	Chief, Facilities and Operations Division	
18	(GRANDFATHERED)	M-15
19	Chief, Facilities and Operations Division	M-14
20	Chief, Highways Division	M-15
21	CHIEF, LAND ACQUISITION	M-13
22	Chief, Solid Waste Management Division	M-15
23	Chief, Traffic and Transportation Division	M-15
24	Chief, Water and Sewer Division	M-16
25	Chief Materials and Testing Inspector	M-12

1	Civil Engineer I	S-11
2	Civil Engineer II	M-13
3	Civil Engineer III (M-14)	M-15*
4	*See Management/Technical Pay Schedule	
5	Construction Inspector I	S-07
6	Construction Inspector II	S-09
7	Construction Inspector III	S-11
8	Drafting Technician I	S-04
9	Drafting Technician II	S-06
10	Drafting Technician III	S-07
11	Drafting Technician IV	S-09
12	Engineering Associate I	S-07
13	Engineering Associate II	S-09
14	Engineering Associate III	S-11
15	Engineering Associate IV	M-12
16	Land Surveyor	M-12
17	Material Inspector I	S-07
18	Material Inspector II	S-09
19	Material Inspector III	S-11
20	Right-of-Way Agent (Grandfathered)	M-11
21	[Right-of-Way Agent	S-11]
22	RIGHT-OF-WAY AGENT I	S-09
23	RIGHT-OF-WAY AGENT II	S-11
24	<u>Fiscal and Accounting Service:</u>	<u>Grade</u>
25	Accountant I	M-10

1	Accountant II	M-12
2	Accountant III	M-13
3	Accounting Clerk I	S-05
4	Accounting Clerk II	S-07
5	Accounting Technician	S-09
6	Administrative Budget Technician	M-09
7	Assistant Comptroller	M-12
8	Budget Analyst	M-14
9	Budget Assistant	S-09
10	Cashier I	S-05
11	Cashier II	S-06
12	Chief, Bureau of Accounting	M-14
13	Comptroller	M-14
14	Computer Operations Supervisor	M-11
15	Computer Operator	[S-06]S-07
16	Computer Operator Trainee	S-05
17	Data Entry Leader	S-05
18	Data Entry Operator	S-04
19	Data Processing Manager	M-16
20	Deputy Treasurer	[M-15]M-16
21	Internal Auditor I	S-10
22	Internal Auditor II	S-12
23	Programmer	[S-08]S-09
24	Programmer Analyst	[S-11]S-12
25	Revenue Control Supervisor	M-10

1	Senior Computer Operator	S-09
2	Supervisor of Cashiers	M-10
3	Systems Analyst - (M-13)	M-15*
4	*See Management/Technical Pay Schedule	
5	<u>Parks and Recreation Service:</u>	<u>Grade</u>
6	Activity Coordinator	S-11
7	Chief of Parks and Facilities	M-14
8	Chief of Recreation	M-14
9	Community Director	S-10
10	Community Leader	S-06
11	District Supervisor	M-12
12	Park Maintenance Crew Leader	H-07
13	Park Maintenance Worker I	H-03
14	Park Maintenance Worker II	H-05
15	Park Naturalist	S-08
16	Park Security Worker	S-05
17	Parks and Facilities Maintenance Supervisor	M-12
18	Program Coordinator for the Handicapped	S-08
19	<u>Planning and Zoning Service:</u>	<u>Grade</u>
20	Chief, Comprehensive Planning	M-16
21	Chief, Current Planning	M-16
22	Graphics Illustrator	S-06
23	Permits Review Supervisor	[M-10]M-11
24	Planner I	S-10
25	Planner II	S-12

1	Planner III	M-14
2	Planning and Zoning Technician	S-07
3	Planning Assistant I	S-08
4	Planning Assistant II	S-09
5	Urban Design Specialist	M-14
6	Zoning Administrator	M-13
7	Zoning Inspector I	S-06
8	Zoning Inspector II	S-08
9	<u>Public Safety Service:</u>	<u>Grade</u>
10	Animal Control Warden I	S-05
11	Animal Control Warden II	S-07
12	Chief, Animal Control Services	M-09
13	Chief, Emergency Operations Division	M-15
14	Deputy Chief, Emergency Operations	M-12
15	Emergency Equipment Dispatcher (Entry Level)	S-04
16	Emergency Equipment Dispatcher I	S-06
17	Emergency Equipment Dispatcher II	S-07
18	Emergency Equipment Dispatcher III	S-08
19	Safety Inspector	S-09
20	Safety Officer	M-12
21	<u>Labor and Trades Service:</u>	<u>Grade</u>
22	Assistant Foreman	H-09
23	Assistant Storekeeper	H-03
24	Automotive Mechanic I	H-09
25	Automotive Mechanic II	H-11

1	Automotive Mechanic Helper	H-06
2	Chauffeur-Laborer	H-05
3	Equipment Operator I	H-06
4	Equipment Operator II	H-08
5	Equipment Operator III	H-11
6	Laborer	H-01
7	Laborer (Grandfathered)	H-02
8	Laborer/Trades	H-03
9	Lubrication Worker	H-08
10	Maintenance Worker	H-06
11	Storekeeper	H-08
12	Storekeeper/Maintenance Mechanic	H-10
13	Tire Changer	H-03
14	Tractor Trailer Operator	H-07
15	Trades Helper	H-01
16	Traffic Sign Mechanic I	H-02
17	Traffic Sign Mechanic II	H-04
18	Traffic Sign Mechanic III	H-06
19	Utility Worker	H-10
20	Water Meter Mechanic I	H-06
21	Water Meter Mechanic II	H-07
22	Water Meter Mechanic III	H-08
23	Water/Sewer Utility Worker I	H-02
24	Water/Sewer Utility Worker II	H-05
25	Water/Sewer Utility Worker III	H-07

1	Water/Sewer Utility Worker IV	H-09
2	<u>Public Works Operation Service:</u>	<u>Grade</u>
3	Automotive Equipment Supervisor	M-11
4	Chief, Central Automotive Management Division	M-13
5	Clerk/Dispatcher	S-05
6	Foreman	M-09
7	Highway Maintenance Supervisor	M-11
8	Laboratory Assistant	S-06
9	Laboratory Supervisor	M-10
10	Laboratory Technician	S-08
11	Landfill Attendant	S-02
12	Landfill Attendant Supervisor	M-05
13	Maintenance Clerk	S-05
14	Plant Operator Trainee I	S-05
15	Plant Operator Trainee II	S-06
16	Plant Superintendent, Joppatowne/Perryman	M-12
17	Plant Superintendent, Sod Run	M-13
18	Pre-Treatment Inspector	S-08
19	Pumping Station Mechanic	S-08
20	Road Marking Equipment Operator I	H-06
21	Road Marking Equipment Operator II	H-07
22	Senior Treatment Plant Operator (Joppatowne)	S-08
23	Senior Waste Water Treatment Plant Operator	
24	(Grandfathered)	S-08
25	Senior Waste Water Treatment Plant Operator (Sod Run)	S-09

1	Senior Water Treatment Plant Operator	S-08
2	Shift Supervisor	M-10
3	Sign Fabricator	S-06
4	Sign Fabricator (Grandfathered)	S-07
5	Superintendent (Hwys.)	M-13
6	Superintendent of Highways, Construction & Drainage	M-13
7	Superintendent of Solid Waste Management	M-10
8	Superintendent of Solid Waste Management	M-13
9	(Grandfathered)	
10	Superintendent, Water and Sewer	M-12
11	Superintendent, Water and Sewer (Grandfathered)	M-13
12	Traffic Assistant	S-04
13	Traffic Operations Supervisor	M-11
14	Treatment Plant Operator (Joppatowne)	S-07
15	Waste Water Treatment Plant Operator	S-07
16	Waste Water Treatment Plant Operator (Sod Run)	S-08
17	Water Plant Operator	S-07
18	Water and Sewer Facilities Chief	[M-13]M-14
19	Water and Sewer Maintenance Supervisor	M-11
20	Water and Sewer Operations Chief	[M-14]M-15
21	<u>Permits and Inspection Service:</u>	<u>Grade</u>
22	Building Inspector I	S-08
23	Building Inspector II	S-09
24	Building Inspector III	S-11
25	Chief of Building Services	M-14

1	Chief Electrical Inspector	M-13
2	Chief Plumbing Inspector	M-13
3	Electrical Inspector I	S-08
4	Electrical Inspector II	S-09
5	Electrical Inspector III	S-11
6	ENVIRONMENTAL INSPECTOR I	S-07
7	ENVIRONMENTAL INSPECTOR II	S-09
8	Licensing Clerk	S-05
9	[Mobile Homes/Abandoned Properties Coordinator	S-10]
10	Permits Clerk	S-05
11	Plans Reviewer (Grandfathered)	S-08
12	Plans Reviewer	S-09
13	Plumbing Inspector I	S-08
14	Plumbing Inspector II	S-09
15	Plumbing Inspector III	S-11
16	[Stormwater Management/Sediment Control Inspector	S-09]
17	<u>Exempt Personnel:</u>	<u>Grade</u>
18	County Attorney	E-20
19	Deputy County Attorney	E-17
20	Council Attorney (Part-Time)	E-13
21	Director of Administration	E-21
22	Director of Community Services	E-17
23	Director of Economic Development	E-14
24	Director of Emergency Services Coordination	E-14
25	Director of Inspections, Licenses and Permits	E-18

1	Director of Parks and Recreation	E-18
2	Director of Planning and Zoning	E-18
3	Director of Procurement	E-16
4	Director of Public Works	E-20
5	Personnel Officer	E-16
6	Secretary-Administration	E-03
7	Secretary-Community Services	E-02
8	Secretary-County Attorney	E-02
9	Secretary-County Executive	E-04
10	Secretary-Department of Public Works	E-03
11	Secretary-Economic Development	E-01
12	Secretary-Inspections, Licenses and Permits	E-02
13	Secretary-Parks and Recreation	E-02
14	Secretary-Personnel	E-01
15	Secretary-Planning and Zoning	E-02
16	Secretary-Procurement	E-01
17	Secretary-Treasury	E-03
18	Secretary of the Council	E-12
19	Treasurer	E-20
20	Zoning Hearing Examiner (Part-Time)	E-12

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Special Funded Positions**Sheriff's Office**Law Enforcement:Grade

4	Captain	L-07
5	Corporal	L-04
6	Deputy	L-02
7	Deputy First Class	L-03
8	Deputy/Recruit	L-01
9	Lieutenant	L-06
10	Major	L-08
11	Sergeant	L-05

Corrections:

13	Captain	D-07
14	Corporal	D-04
15	Corrections Officer, Recruit	D-01
16	Lieutenant	D-06
17	Major	D-08
18	Officer	D-02
19	Officer First Class	D-03
20	Sergeant	D-05

Unranked:

22	Crossing Guard	A-00
23	Nurse (Registered)	A-07
24	Nurse (Licensed Practical Nurse)	A-05
25	Personnel Specialist	A-10

1	Police Communication Manager	A-04
2	Police Communication Officer	A-02
3	Probationary	A-01
4	Cook	
5	Police Communication Officer	
6	Secretary	
7	Records Administrator I	A-06
8	Records Manager	A-10
9	Secretary I	A-02
10	Secretary II	A-03
11	Security Guard	A-03
12	Security Guard (Probation)	A-02
13	Senior Cook	A-02
14	Senior Police Communication Officer	A-03
15	Steward	A-04
16	Systems Programmer	A-07

17 (Note: The above positions are funded by Harford County pursuant
18 to State law and are included as a schedule of payments only; above
19 listed positions are not Harford County employment positions.)

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Special Funded Positions**Judicial**

	<u>Grade</u>
Court Bailiff	C-01
Court Reporter I	C-11
Court Reporter II	C-14
Jury Commissioner	C-09
Law Clerk	C-07
Secretary (Administrative)	C-10
Secretary (Judicial)	C-08
Juvenile Master	C-12
Assistant to Jury Commissioner	C-02
Social Worker	C-13

(Note: The above positions are funded by Harford County pursuant to State law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)

1 Section 2. Be It Further Enacted, that this act shall not be
2 codified in the Harford County Code, as amended.

3 Section 3. Be It Further Enacted, that

4 A. Employees covered by the Management/Technical Pay Schedule
5 for fiscal year [1990] 1991 will be covered upon the implementation
6 of this plan effective with the first full pay period in July,
7 [1989] 1990;

8 B. Step increases may be authorized upon completion of the
9 performance appraisal program for Management/Technical employees.
10 In order to be eligible for a step increase, the employee must
11 achieve satisfactory or better performance appraisal.

12 C. Employees who are ineligible for step increases by virtue
13 of being in the last steps of their respective grades will be
14 eligible to move into the first longevity step of their respective
15 grades (M-L1)[;

16 D. In succeeding years, in order to be eligible for movement
17 into longevity steps, employees must achieve] IF THEY HAVE ACHIEVED
18 at least three years of service at the last step of their
19 respective grades.

20 D. Employees who [have moved into] ARE IN the longevity
21 portion of the salary schedule must remain in EACH longevity step
22 a minimum of three years before being eligible to move into
23 successive longevity steps.

1 E. Longevity steps may be denied if the employee does not
2 achieve a performance appraisal of satisfactory or better in the
3 year when eligible to move into a longevity step.

4 Section 4. Be It Further Enacted, that

5 A. Effective the first full pay period in July, [1989] 1990,
6 employees covered by the Hourly Service Pay Schedule for fiscal
7 year [1990] 1991, who have received a performance appraisal of
8 average or better and who are not at the maximum step rates of
9 their grades, will be eligible to receive one step increase upon
10 implementation of the salary schedule;

11 [B. Employees who have received performance appraisals of
12 average or better and who are in the maximum steps of their grades
13 as of June 30, 1989, will be eligible to move into the first
14 longevity step (H-L1) of their respective grades;

15 C. In succeeding years,] in order to be eligible for movement
16 into longevity steps, employees must achieve at least three years
17 of service at the last step of their respective grades.

18 B. Employees [who have moved into] IN the longevity portion
19 of the salary schedule must remain in EACH longevity step a minimum
20 of three years before being eligible to move into successive
21 longevity steps.

22 C. Longevity steps may be denied if the employee does not
23 achieve a performance appraisal of average or better in the year
24 when eligible to move into a longevity step.

1 Section 5. Be It Further Enacted, that

2 A. Effective the first full pay period in July, [1989] 1990,
3 employees covered by the Salaried Service Pay Schedule for fiscal
4 year [1990] 1991, who have received a performance appraisal of
5 average or better and who are not at the maximum step rates of
6 their grades, will be eligible to receive one step increase upon
7 implementation of the salary schedule;

8 [B. Employees who have received performance appraisals of
9 average or better and who are in the maximum steps of their grades
10 as of June 30, 1989, will be eligible to move into the first
11 longevity step (S-L1) of their respective grades;

12 C. In succeeding years,]B. [i]In order to be eligible for
13 movement into longevity steps, employees must achieve at least
14 three years of service at the last step of their respective grades.

15 C. Employees [who have moved into] IN the longevity portion
16 of the salary schedule must remain in EACH longevity step a minimum
17 of three years before being eligible to move into successive
18 longevity steps.

19 D. Longevity steps may be denied if the employee does not
20 achieve a performance appraisal of average or better in the year
21 when eligible to move into a longevity step.

22 Section 6. Be It Further Enacted, that employees covered by the
23 Exempt Service Pay Schedule who are in the maximum step rates of
24 their grades, may, upon authorization of the County Executive, be
25 authorized payments of one thousand dollars (\$1,000.00) per

1 employee in accordance with Personnel Rules and Regulations for
2 exempt employees.

3 Section 7. Be It Further Enacted, that effective with the first
4 full pay period in July, [1989] 1990, Court system employees will
5 be covered by the Judicial Pay [Plan] SCHEDULE FOR FISCAL YEAR
6 1991[.]; [S]tep increases FOR COURT SYSTEM EMPLOYEES may be
7 authorized by authority of the Chief Administrative Judge.

8 Section 8. Be It Further Enacted, that

9 A. Effective the first full pay period in July, [1989] 1990,
10 [the Sheriff's Office pay schedules for fiscal year 1990 replace
11 the existing schedule.] SHERIFF'S OFFICE EMPLOYEES WILL BE COVERED
12 BY THE SHERIFF'S OFFICE PAY SCHEDULE FOR FISCAL YEAR 1991.

13 B. [Sheriff's Office employees will be transferred into
14 appropriate step and grade from existing schedule by authority of
15 the Sheriff effective the first full pay period in July, 1989.
16 Hereafter t]The Sheriff may grant step increases on an annual basis
17 based on performance evaluations of meets standards or better.

18 C. In order to be eligible to move into the longevity portion
19 of the salary schedule, the Sheriff's Office employees must achieve
20 a minimum of three consecutive years of service in the last step
21 of their respective grades. Employees who [have moved into] ARE
22 IN the longevity steps must remain in each longevity step for a
23 minimum of three consecutive years.

24 D. Longevity steps may be denied if the Sheriff's Office
25 employee does not achieve a performance appraisal of meets

HARFORD COUNTY, MARYLAND
COURT SYSTEM SALARY SCHEDULE
BASED ON 75 HRS PER PAY PERIOD
FISCAL YEAR 1991

	1	2	3	4	5	6	7
C01	5.79	6.08	6.38	6.70	7.03	7.39	7.75
C02	7.32	7.68	8.07	8.46	8.89	9.33	9.80
C03	7.49	7.72	7.95	8.19	8.43	8.68	8.95
C04	7.84	8.08	8.32	8.57	8.83	9.09	9.36
C05	8.70	8.97	9.23	9.51	9.79	10.08	10.39
C06	9.70	9.99	10.29	10.61	10.92	11.24	11.59
C07	10.52	11.04	11.57	12.12	12.72	13.33	13.97
C08	11.04	11.57	12.12	12.72	13.33	13.97	14.65
C09	11.57	12.12	12.72	13.33	13.97	14.65	15.37
C10	12.12	12.72	13.33	13.97	14.65	15.37	16.10
C11	13.33	13.97	14.65	15.37	16.10	16.91	17.72
C12	14.65	15.37	16.10	16.91	17.72	18.58	19.50
C13	16.91	17.72	18.58	19.50	20.45	21.45	22.51
C14	17.72	18.58	19.50	20.45	21.45	22.51	23.62

HARFORD COUNTY, MARYLAND
 CLASSIFIED SERVICE SALARY SCHEDULE
 FISCAL YEAR 1991

	1	2	3	4	5	6	7	L1	L2	L3
S01	8.30	8.53	8.78	9.03	9.29	9.55	9.82	10.13	10.43	10.74
S02	8.66	8.91	9.16	9.43	9.70	9.98	10.26	10.58	10.89	11.22
S03	9.10	9.36	9.63	9.91	10.20	10.49	10.81	11.13	11.46	11.81
S04	9.57	9.84	10.13	10.42	10.73	11.06	11.39	11.72	12.08	12.45
S05	10.08	10.38	10.68	11.00	11.34	11.67	12.03	12.38	12.76	13.14
S06	10.63	10.95	11.28	11.62	11.97	12.32	12.70	13.07	13.47	13.87
S07	11.30	11.63	11.98	12.34	12.71	13.09	13.48	13.89	14.31	14.73
S08	11.98	12.34	12.71	13.09	13.48	13.89	14.31	14.73	15.17	15.63
S09	12.77	13.16	13.54	13.95	14.37	14.80	15.25	15.71	16.18	16.66
S10	13.64	14.04	14.46	14.90	15.34	15.81	16.28	16.77	17.27	17.79
S11	14.58	15.02	15.47	15.93	16.41	16.90	17.41	17.93	18.47	19.02
S12	15.62	16.09	16.57	17.06	17.59	18.11	18.65	19.22	19.79	20.39
S13	16.77	17.27	17.79	18.32	18.87	19.44	20.02	20.62	21.24	21.88
S14	18.04	18.58	19.14	19.71	20.30	20.91	21.54	22.19	22.85	23.54
S15	19.44	20.02	20.63	21.24	21.88	22.54	23.21	23.91	24.63	25.36
S16	20.97	21.60	22.25	22.92	23.61	24.31	25.04	25.79	26.56	27.36
S17	22.68	23.36	24.06	24.78	25.52	26.28	27.08	27.89	28.73	29.58
S18	24.45	25.18	25.95	26.72	27.53	28.35	29.20	30.08	30.97	31.90

HARFORD COUNTY, MARYLAND
MANAGEMENT/TECHNICAL SERVICE SALARY SCHEDULE
FISCAL YEAR 1991

	1	2	3	4	5	6	7	L1	L2	L3
M01	8.28	8.62	8.97	9.32	9.69	10.08	10.49	10.80	11.13	11.46
M02	8.68	9.03	9.39	9.77	10.15	10.56	10.98	11.31	11.66	12.00
M03	9.14	9.49	9.88	10.27	10.68	11.11	11.55	11.90	12.25	12.62
M04	9.67	10.05	10.46	10.88	11.31	11.76	12.23	12.60	12.98	13.37
M05	10.23	10.64	11.07	11.51	11.97	12.44	12.95	13.34	13.73	14.14
M06	10.85	11.28	11.73	12.20	12.69	13.20	13.72	14.13	14.56	14.99
M07	11.52	11.98	12.46	12.96	13.48	14.02	14.58	15.02	15.47	15.93
M08	12.25	12.75	13.26	13.79	14.34	14.91	15.51	15.97	16.45	16.95
M09	13.07	13.60	14.13	14.70	15.29	15.91	16.54	17.03	17.55	18.07
M10	13.98	14.53	15.11	15.72	16.35	17.00	17.68	18.21	18.75	19.32
M11	14.98	15.58	16.20	16.85	17.52	18.23	18.96	19.53	20.12	20.72
M12	16.09	16.73	17.40	18.09	18.82	19.57	20.35	20.96	21.59	22.24
M13	17.29	17.99	18.70	19.46	20.23	21.04	21.88	22.53	23.22	23.91
M14	18.62	19.36	20.14	20.94	21.78	22.65	23.55	24.27	24.99	25.74
M15	20.11	20.91	21.75	22.62	23.52	24.47	25.44	26.21	26.99	27.80
M16	21.71	22.58	23.48	24.42	25.40	26.42	27.47	28.30	29.15	30.02
M17	23.51	24.45	25.43	26.45	27.51	28.60	29.75	30.64	31.56	32.51
M18	25.20	26.50	27.56	28.67	29.81	31.01	32.25	33.21	34.21	35.23

* A SPECIAL RATE RANGE IS ESTABLISHED FOR THE SYSTEMS ANALYST, M-13; THE GEOGRAPHIC INFORMATION SYSTEM COORDINATOR, M-13 AND THE CIVIL ENGINEER III, M-14. THE PAY SCALE FOR THESE POSITIONS IS:

M15	20.11	20.91	21.75	22.62	23.52	24.47	25.44	26.21	26.99	27.80
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* A SPECIAL RATE RANGE IS ESTABLISHED FOR RISK MANAGER, M-14 POSITION. THE PAY SCALE FOR RISK MANAGER, M-14 IS:

M16	21.71	22.58	23.48	24.42	25.40	26.42	27.47	28.30	29.15	30.02
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HARFORD COUNTY, MARYLAND
EXEMPT SERVICES SALARY SCHEDULE
FISCAL YEAR 1991

	1	2	3	4	5	6	7
E01	11.31	11.84	12.41	13.02	13.64	14.31	15.00
E02	11.84	12.41	13.02	13.64	14.31	15.00	15.72
E03	12.41	13.02	13.64	14.31	15.00	15.72	16.48
E04	23,696	24,825	26,044	27,300	28,610	29,994	31,468
E05	24,825	26,044	27,300	28,610	29,994	31,468	32,978
E06	26,044	27,300	28,610	29,994	31,468	32,978	34,616
E07	27,300	28,610	29,994	31,468	32,978	34,616	36,291
E08	28,610	29,994	31,468	32,978	34,616	36,291	38,056
E09	29,994	31,468	32,978	34,616	36,291	38,056	39,913
E10	31,468	32,978	34,616	36,291	38,056	39,913	41,878
E11	32,978	34,616	36,291	38,056	39,913	41,878	43,935
E12	34,616	36,291	38,056	39,913	41,878	43,935	46,082
E13	36,291	38,056	39,913	41,878	43,935	46,082	48,357
E14	38,056	39,913	41,878	43,935	46,082	48,357	50,742
E15	39,913	41,878	43,935	46,082	48,357	50,742	53,217
E16	41,878	43,935	46,082	48,357	50,742	53,217	55,856
E17	43,935	46,082	48,357	50,742	53,217	55,856	58,622
E18	46,082	48,357	50,742	53,217	55,856	58,622	61,552
E19	48,357	50,742	53,217	55,856	58,622	61,552	64,592
E20	50,742	53,217	55,856	58,622	61,552	64,592	67,813
E21	53,217	55,856	58,622	61,552	64,592	67,813	71,198
E22	55,856	58,622	61,552	64,592	67,813	71,198	74,766
E23	58,622	61,552	64,592	67,813	71,198	74,766	78,515
E24	61,552	64,592	67,813	71,198	74,766	78,515	82,428

HARFORD COUNTY, MARYLAND
HOURLY SERVICE SALARY SCHEDULE
BASED ON 80 HRS. PER PAY PERIOD
FISCAL YEAR 1991

	1	2	3	4	5	6	L1	L2	L3
H01	7.42	7.64	7.87	8.11	8.35	8.60	8.86	9.12	9.40
H02	7.61	7.84	8.07	8.31	8.56	8.81	9.08	9.35	9.63
H03	7.84	8.07	8.31	8.56	8.81	9.08	9.35	9.63	9.92
H04	8.05	8.29	8.54	8.80	9.06	9.33	9.61	9.89	10.20
H05	8.41	8.66	8.92	9.19	9.47	9.75	10.04	10.34	10.65
H06	8.68	8.94	9.22	9.49	9.78	10.07	10.37	10.68	11.00
H07	8.94	9.22	9.49	9.78	10.07	10.37	10.68	11.00	11.33
H08	9.22	9.49	9.78	10.07	10.37	10.68	11.00	11.33	11.67
H09	9.49	9.78	10.07	10.37	10.68	11.00	11.33	11.67	12.02
H10	9.78	10.07	10.37	10.68	11.00	11.33	11.67	12.02	12.38
H11	10.07	10.37	10.68	11.00	11.33	11.67	12.02	12.38	12.75

HARFORD COUNTY, MARYLAND
LAW ENFORCEMENT SALARY SCHEDULE
BASED ON 80 HRS. PER PAY PERIOD
FISCAL YEAR 1991

	1	2	3	4	5	6	7	8	9	L1	L2	L3
L01	9.67	10.05	10.45									
L02	11.27	11.70										
L03	11.95	12.44	12.94	13.46	14.00	14.49	15.00	15.52	16.06	16.54	17.04	17.56
L04	12.77	13.28	13.81	14.37	14.94	15.47	16.01	16.57	17.16	17.67	18.20	18.75
L05	14.12	14.68	15.27	15.87	16.51	17.09	17.68	18.30	18.94	19.50	20.08	20.69
L06	16.51	17.17	17.86	18.58	19.32	19.99	20.69	21.42	22.16	22.83	23.51	24.22
L07	19.07	19.83	20.63	21.45	22.16	23.09	23.90	24.74	25.60	26.38	27.16	27.97
L08	22.03	22.91	23.83	24.78	25.77	26.67	27.61	28.57	29.57	30.46	31.37	32.31
L09	25.45	26.46	27.51	28.62	29.76	30.81	31.88	33.00	34.16	35.19	36.24	37.33

HARFORD COUNTY, MARYLAND
 UNRANKED LAW ENFORCEMENT SALARY SCHEDULE
 BASED ON 80 HRS. PER PAY PERIOD
 FISCAL YEAR 1991

	1	2	3	4	5	6	7	8	9	L1	L2	L3
A00	8.31											
A01	9.42	9.79										
A02	9.79	10.18	10.59	11.01	11.45	11.94	12.36	12.80	13.18	13.57	13.98	14.40
A03	10.19	10.60	11.01	11.45	11.91	12.33	12.76	13.21	13.67	14.08	14.50	14.93
A04	10.60	11.01	11.45	11.91	12.39	12.88	13.33	13.80	14.29	14.71	15.15	15.61
A05	11.70	12.17	12.65	13.17	13.69	14.17	14.66	15.18	15.71	16.18	16.67	17.17
A06	12.77	13.28	13.81	14.37	14.94	15.47	16.01	16.57	17.16	17.67	18.20	18.75
A07	13.60	14.14	14.70	15.30	15.90	16.47	17.04	17.64	18.26	18.80	19.36	19.95
A08	14.12	14.68	15.27	15.87	16.51	17.09	17.68	18.30	18.94	19.50	20.08	20.69
A09	15.29	15.90	16.54	17.20	17.89	18.52	19.17	19.83	20.52	21.14	21.78	22.43
A10	16.51	17.17	17.86	18.58	19.32	19.99	20.69	21.42	22.16	22.83	23.51	24.22

HARFORD COUNTY, MARYLAND
CORRECTIONS SALARY SCHEDULE
BASED ON 80 HRS. PER PAY PERIOD
FISCAL YEAR 1991

	1	2	3	4	5	6	7	8	9	L1	L2	L3
D01	9.42	9.60	9.79									
D02	10.18	10.59										
D03	10.19	10.60	11.01	11.45	11.91	12.33	12.76	13.21	13.67	14.08	14.50	14.93
D04	10.60	11.01	11.45	11.91	12.39	12.88	13.33	13.80	14.29	14.71	15.15	15.61
D05	11.70	12.17	12.65	13.17	13.69	14.17	14.66	15.18	15.71	16.18	16.67	17.17
D06	13.60	14.14	14.70	15.30	15.90	16.47	17.04	17.64	18.26	18.80	19.36	19.95
D07	15.29	15.90	16.54	17.20	17.89	18.52	19.17	19.83	20.52	21.14	21.78	22.43
D08	22.03	22.91	23.83	24.78	25.77	26.67	27.61	28.57	29.57	30.46	31.37	32.31

1 standards or better in the year when eligible to move into a
2 longevity step.

3 Section 9. Be It Further Enacted, that this act is hereby declared
4 to be an Emergency Act, necessary for the proper operation of the
5 County government, and it shall become law on the date it is signed
6 by the County Executive; however, no payments or benefits shall
7 accrue until on or after [10 July 1989] 7 JULY 1990.

8 EFFECTIVE: July 7, 1990

9 The Secretary of the Council does hereby
10 certify that fifteen (15) copies of this Bill
11 are immediately available for distribution to
12 the public and the press.

13 Doris Poulsen, Secretary
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BY THE COUNCIL

BILL NO. 90-27

Read the third time.

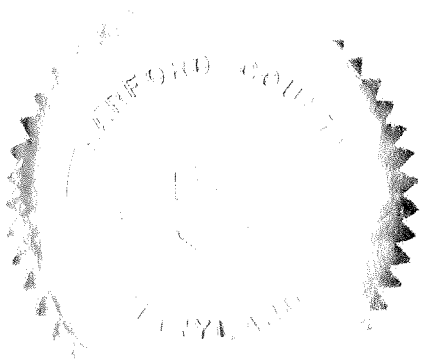
Passed: LSD 90-22 (July 3, 1990)

Failed of Passage: _____

By Order

Doris Poulsen, Secretary

Sealed with the County Seal and presented to the County Executive
for his approval this 5th day of July, 1990
at 3:00 o'clock P.M.

Doris Poulsen, Secretary

BY THE EXECUTIVE

APPROVED:


COUNTY EXECUTIVEDate 7-6-90

BY THE COUNCIL

This Bill, (No. 90-27), having been approved by the Executive
and returned to the Council, becomes law on July 6, 1990.

Doris Poulsen, Secretary

EFFECTIVE DATE: July 7, 1990